



SAEFA

SA ENGINEERS AND
FOUNDERS ASSOCIATION

8 July 2020

Dear Members,

REPORT FOLLOWING THE MANAGEMENT COMMITTEE MEETING OF THE MEIBC HELD ON 7 JULY 2020

A meeting of the MEIBC's Management Committee (Manco) was held yesterday, the 7th of July 2020, via the Microsoft Teams platform. This report deals with the noteworthy discussions that took place during the course of the meeting.

The meeting commenced with SEIFSA arguing that their request to defer negotiations until next year was not an attempt to initiate negotiations with the parties. We disagreed and the meeting resolved to deal with the both proposals at the same point of the meeting.

Moving on to a discussion around the proposals tabled by SAEFA (previously circulated to members), I explained that in 2017, our members had viewed the 2017 – 2020 Settlement Agreement reached between SEIFSA and the unions as being unfair on employers. This was evidenced by the continuous job losses being incurred in the industry and the situation had been significantly worsened by the Covid-19 pandemic and consequent lockdown. I explained that in light of this, we wished to continue to pursue an agreement which is fair on employer and one which would allow metal industry companies to recover as best they could. The NUMSA spokesperson then acknowledged that we are still in dispute with the industry trade unions from the 2017 negotiations and that we had reserved our right to lock employees out in furtherance of our demands. Despite this explanation, it was proposed that that SAEFA's tabling of demands invoked Annexure E and that the parties were obligated to set a date to negotiate. Surprisingly, there was very little resistance to this and a date of 30 July 2020 was set down as the date on which parties will meet to negotiate, under the facilitation of a CCMA facilitator. SEIFSA at this point indicated that "they may, or may not, participate in the discussions".

Moving to the next point on the agenda, SEIFSA stated that they had been in discussions with parties to the 2017 – 2020 Settlement Agreement (they referred to it as the "Main Agreement") and they had proposed that the parties to the MEIBC engage in all areas except on terms and conditions of employment in order to minimise the damage to the metal



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industry by the Covid-19 pandemic. They had therefore proposed that the parties to the “Main Agreement” would continue to meet outside the auspices of the MEIBC and revert once a decision had been made. I asked for an explanation as to why SAEFA had not been included in discussion in this regard and for SEIFSA to reconcile the parties’ commitments to one another to extend their agreement to non-parties on one hand, and their exclusion of the non-parties to the agreement on the other. SEIFSA’s reply was simply “[we] don’t have to explain anything to you”.

The MEIBC is now tasked with arranging for a facilitator from the CCMA to facilitate negotiations in the meeting set for 30 July 2020.

Yours sincerely,

Gordon Angus

Executive Director